



@USNPEOPLE WEEKLY WIRE

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2.) Updated Hair Policies for Navy Women/ 8 DEC 14 [\[LINK\]](#)

The result of the review was an update to Navy's hairstyle policies to provide clearer guidance on what is and isn't allowed. The updated policies authorize a slightly broader range of acceptable hairstyles, while continuing to emphasize the need for a neat and professional appearance.

The Navy's review and new standards take into account the wide range and textures of hair, including curled, wavy and straight hair. The new regulations provide guidance on hair styles, hair coloring, wigs, and hair accessories for women.

3.) Things to Know About Reprisal and Retaliation/ 10 DEC 14 [\[LINK\]](#)

Sailors whose official service record may reflect reprisal or retaliation because they reported a criminal offense, including sexual assault or sexual harassment, can request records correction through the Board for Correction of Naval Records. Reprisal includes taking adverse personnel actions or withholding favorable personnel actions. It also includes threatening either positive or negative personnel actions. Retaliation includes ostracism or maltreatment by peers. Both supervisors and peers can be guilty of retaliation.

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or find it online at www.navy.mil/cnp

1.) New Bystander Intervention Training for FY15 / 11 DEC 14 [\[LINK\]](#)

From Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -Based on Sailor feedback and lessons learned from Navy's Sexual Assault Prevention and Response efforts, new Bystander Intervention to the Fleet (BI2F) training will begin this fall for all active and reserve Sailors.

As this training will bridge several topic areas, BI2F will count for the fraternization, hazing, physical readiness and sexual health GMT requirements for FY15.

BI2F training details are spelled out in NAVADMIN 275/14 released Dec. 11.

Rear Adm. Mike White, commander, Naval Education and Training Command, said that BI2F training provides the tools for the fleet to significantly reduce unacceptable behaviors such as fraternization, hazing, and sexual harassment or assault.

"This training will equip our Sailors with the skills to recognize potentially risky situations and take appropriate action to help shipmates avoid decisions that could have life-altering consequences," said White. "This peer-to-peer training is designed to encourage open, honest dialogue among those of similar age and experience level."

Training will be delivered by facilitators using interactive video and small-group peer discussion.

Rear Adm. Rick Snyder, 21st Century Sailor Office director, points out that the training covers a range of topics that span the continuum of harm.

"BI2F is skills-based, peer-led training designed to prevent destructive behaviors and promote an environment of professionalism, respect, and trust for all," said Snyder. "It focuses on how to recognize and safely intervene to prevent a number of destructive behaviors. In the end, our Sailors will have the skills to step up and step in to help shipmates and our Navy."

BI2F training must be completed for all Sailors no later than Sept. 30, 2015

Commands may access BI2F training information via the NPC 21st Century Sailor webpage at http://www.public.navy.mil/bupers-npc/support/21st_century_sailor/pages/default.aspx. The BI2F training webpage will contain up-to-date policy information, training materials, CF training schedules and locations, and FAQs.

2.) Updated Hair Policies for Navy Women/ 8 DEC 14 [\[LINK\]](#)

From Chief of Naval Personnel Public Affairs

This week Navy wrapped up the review of its hairstyle policies for women. The almost yearlong effort was informed heavily by Fleet feedback and lessons learned from recent Navy and Department of Defense questions concerning hair and grooming standards.

The result of the review was an update to Navy's hairstyle policies to provide clearer guidance on what is and isn't allowed. The updated policies authorize a slightly broader range of acceptable hairstyles, while continuing to emphasize the need for a neat and professional appearance.

The Navy's review and new standards take into account the wide range and textures of hair, including curled,

wavy and straight hair. The new regulations provide guidance on hair styles, hair coloring, wigs, and hair accessories for women.

Highlights of the changes and guidelines include:

- Hairstyles must allow for the proper fit of headgear and not interfere with the proper wear of protective masks or equipment.
- When in uniform, hair may touch, but not fall below a horizontal line level with the lower edge of the back of the collar. With service dress jumper uniforms, hair may extend a maximum of 1 1/2 inches below the top of the jumper collar.
- Layered hairstyles are authorized, provided that the layers present a smooth graduated appearance. No portion of the bulk of the hair (except the bun) as measured from the scalp will exceed 2 inches.
- The bulk of the bun shall not exceed 3 inches from scalp. The diameter of the bun will not exceed 4 inches. Loose ends must be tucked-in and secured. Buns must not protrude through the opening in the back of a ball cap.
- Angled hairstyles may not exceed 1 1/2 inches difference in length from front to back.
- All hairstyles must minimize scalp exposure.
- Two strand braids (a type of twist) are authorized. Braided hairstyles shall be conservative and conform to the grooming standard guidelines.

[The updated policy in its entirety can be found by clicking here.](#)

The Navy took to heart suggestions that grooming standard resources (pictures, websites, guidance) needed a facelift. To better inform Sailors and leadership, Defense Media Activity created a smart-device-compatible hair viewer that provides photographic examples of authorized hairstyles.

[Click here to see the viewer!](#)

The hair viewer page is divided into long hairstyles and short hairstyles and illustrates approved grooming standards such as hair dimensions, bulk of hair and width of buns.

This is an interactive viewer--clicking on any of the hairstyles from the home page enables a 360 degree view of the hairstyle. Moving the cursor left and right across a Sailor's photo rotates the head to show front, side and back of hair styles. Below each photograph is an explanation of the regulations that are specific to that particular hairstyle.

The online hair viewer should help Sailors better understand the regulation requirements. It is impossible to address every situation and every hairstyle. The ultimate judgment call still lies with commanders.

In addition to feedback on Fleet policies and Sailor resources, Sailors had suggestions about the hair policies for new recruits. Beginning January 2015, Naval Service Training Command (NSTC) will initiate a pilot program to cease mandatory female haircuts at Recruit Training Command (RTC) and Officer Training Command (OTC). The pilot was established after receiving feedback that junior Sailors and officers are not taught proper grooming standards during their initial training. Grooming standards education will be incorporated into the curriculum, but will not impact other training. This will allow women to style longer hair in the same manner that they would wear it daily in the Fleet while providing the opportunity to demonstrate their understanding of the standards before transferring to the Fleet. If desired, women will still have the opportunity to cut their hair upon arrival and during training at RTC and OTC.

Sailor feedback and questions on the new hairstyle guidelines and other uniform policies are always welcome.

As always, Sailors can reach out to the Uniform Matters Office by emailing UMO_CMC@navy.mil or usnpeople@gmail.com.

3.) Things to Know About Reprisal and Retaliation/ 10 NOV 14 [\[LINK\]](#)

From Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- Sailors whose official service record may reflect reprisal or retaliation because they reported a criminal offense, including sexual assault or sexual harassment, can request records correction through the Board for Correction of Naval Records.

Section 1709 of the fiscal year 2014 National Defense Authorization Act (FY14 NDAA) required the secretary of defense to create regulations to prohibit retaliation. On April 25, Secretary of the Navy Ray Mabus issued ALNAV 030/14, prohibiting retaliation against members of the Department of the Navy who report a criminal offense. On Dec. 4, Mabus signed out SECNAV Instruction 5370.7D, Military Whistleblower Protection.

Here are five things you need to know about reprisal and retaliation:

1. Sailors who believe they have been reprisal or retaliated against and wish to have their record corrected for action taken as a result of retaliation can visit <http://www.donhq.navy.mil/bcnc/bcnc.htm> or <http://www.public.navy.mil/BUPERS-NPC/CAREER/RECORDSMANAGEMENT/Pages/BCNR.aspx> for instructions on how to do so.
2. Reprisal includes taking adverse personnel actions or withholding favorable personnel actions. It also includes threatening either positive or negative personnel actions. Retaliation includes ostracism or maltreatment by peers. Both supervisors and peers can be guilty of retaliation.
3. Reprisal or retaliation against alleged victims or other members of the armed forces who report a criminal offense is prohibited and punishable under the Uniform Code of Military Justice (UCMJ) Article 92. A violation by civilian personnel may be punishable under regulations governing disciplinary actions.
4. Sailors wishing to report reprisal or retaliation can speak with their local inspector general (IG) office on matters involving allegations of suspected retaliation.
5. Sailors can also visit the Department of the Navy's IG website at <http://www.secnav.navy.mil/ig> to report reprisal or retaliation through the complaint hotline. It is important to note that the IG won't investigate retaliation; a complaint can be filed with the IG, but the investigation will be referred to the appropriate command.

It is imperative that Sailors report crimes or sexual harassment without fear of reprisal or retaliation, and victims receive the appropriate level of care and support. Commanding officers, executive officers and officers-in-charge can consult with their staff judge advocate, office of General Counsel Attorney, region legal service office or legal services support section with any questions. Sailors and civilians deserve a responsible, professional, and safe environment in which to work, live and serve our country.

For more news from Chief of Naval Personnel, visit www.navy.mil/local/cnp/.

4.) New Contracts for Surface Warfare Officers Await Reauthorization Approval/ DEC 14 [\[LINK\]](#)

From Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- A delay in coordinating approval for reauthorization of the Revised Surface Warfare Officer Critical Skills Retention Bonus (RSWOCSRB) will mean no new contracts will be processed for the bonus after Dec. 16 until reauthorization is received, which should be early next year.

Current bonus payments are not impacted by the reauthorization delay.

The lapse in writing new contracts is the result of staffing delays at the Chief of Naval Personnel. Navy leadership is confident the bonus will be reauthorized and should be complete by mid-February.

Officers impacted by this delay have been contacted by their detailer to help them understand how this will impact their career planning.

Eligibility requirements for department head bonus are found in NAVADMIN 156/12 and for lieutenant commander bonus they are listed in NAVADMINs 326/02, 084/10 and 156/12.

Eligible surface warfare officers with four or more years of service who have not yet signed up for the RSWOCSRB department head bonus can sign up for the bonus by Dec. 16. Officers who will not reach four years of service before Dec. 16 are still eligible for the total bonus amount once authorization is renewed as long as they sign up before completing their sixth year of service.

Eligible lieutenant commanders who have not yet signed up for the SWO Critical Skills Bonus (SWOCSB) will be eligible for the total bonus amount when the bonus is renewed as long as they sign up prior to the second anniversary of their promotion to O-4.

Officers who have questions on their bonus status may contact the surface warfare community manager at (901) 874-3173 or DSN 882-3173.

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